

STATE OF CONNECTICUT

OFFICE OF THE CHIEF MEDICAL EXAMINER

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AFFIRMATIVE ACTION POLICY

It is the policy and practice of the Office of the Chief Medical Examiner is to ensure that no person will be discriminated against or be denied the benefits of any activity, program or employment process receiving public funds, in whole or in part, in the areas of recruiting, advertising, hiring, upgrading, promoting, transferring, demoting, layoffs, terminations, rehiring, rates of pay, benefits, discipline and service ratings. The Department pledges to affirmatively provide services and programs in a fair and impartial manner.

The Office of the Chief Medical Examiner is an Affirmative Action/Equal Opportunity Employer and is strongly committed to all policies which will afford equal employment opportunity to all qualified persons without regard to race, color, religious creed, age, sex, marital status, national origin, sexual orientation, ancestry, political belief, learning disability, physical disability or blindness, present or past history of mental disability, intellectual disability, genetic information gender identity & expression or criminal record. While equal employment opportunity is the purpose and need of affirmative action, the Affirmative Action Plan represents positive action undertaken with conviction and effort to overcome the present effects of past practices, policies or barriers to equal employment opportunity, and to achieve full and fair participation of protected groups. The Department views affirmative action and equal employment opportunities as immediate and necessary Department objectives.

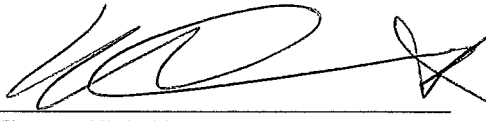
The difference between affirmative action and equal opportunity employment is that while equal employment opportunity means employment of individuals without consideration of race, color, religious creed, age, sex, marital status, national origin, sexual orientation, ancestry, political belief, learning disability, physical disability or blindness, present or past history of mental disability, intellectual disability, gender identity & expression, or criminal record, unless the provisions of Section 46a-60(b), 46a-80(b) or 46a-81 of the Connecticut General Statutes are controlling or there is a bona fide occupational qualification excluding persons in one of the above protected groups, affirmative action is the positive action undertaken with conviction and effort, to overcome the present effects of past practices, policies or barriers to equal employment opportunity and to achieve the full and fair participation of women, Blacks and Hispanics and any other protected group found to be underutilized in the workforce and affected by policies or practices having an adverse impact.

The Office of the Chief Medical Examiner in addition to the above mentioned protected group members recognizes the hiring difficulties experienced by persons with physical

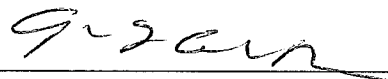
The Office of the Chief Medical Examiner has developed Affirmative Action Plans that outline procedures the institution will implement to combat discrimination, to correct any under representation of affected group members, and to promote a diverse workplace which provides access to equal opportunity or all employees. Each employee has a right to review and comment on the Affirmative Action Plans or related issues at any time.

Comments or questions should be directed to Carolle Andrews, Interim Affirmative Action Officer. A listing of Federal and State laws, executive orders and regulations mandating Non-Discrimination, Equal Employment Opportunity and Affirmative Action is included as an attachment to this policy statement. This policy statement is posted and in all work locations and is available on the Chief Medical Examiner's web page.

As appointing Authority, I am accountable for achieving the goals set forth in this plan.



H. Wayne Carver II, M.D.
Chief Medical Examiner



Date